



DEPARTMENT OF EDUCATION

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PUBLIC MEETING: DPAS-II Advisory Committee Meeting

MEETING DATE AND TIME: Monday, October 15, 2018 – 9:00 am

PLACE: Delaware Department of Education Cabinet Room

401 Federal Street, Dover, DE 19901 – 2nd Floor Cabinet Room

MINUTES

MEMBERS PRESENT

Clay Beauchamp, Co-Chair
Susan Frampton
Jill League
Karen Maull
Jenny Nauman
Laura Schneider
Jon Sheehan
Senator David Sokola
David Tull
Patrick Williams
Jackie Wilson, Chair

NON VOTING MEMBERS

Shannon Holston, DDOE Representative Non-Voting Member
Audrey Noble, SBE Non-Voting Member
Kimberly Rodriguez, DDOE Administrative support Non-Voting Member

MEMBERS ABSENT

Bill Doolittle
Representative Earl Jaques, Jr.

PUBLIC

Tammy Croce, DASA
Audrey Noble
Deb Stevens, DSEA

1. Call to Order

The meeting was called to order at 9:03 a.m.

a. Introduction of Committee Members

2. Pledge of Allegiance

3. Approval of May 5, 2018 Minutes

The May meeting minutes will stay in draft format. Only Six members were present from the May 5th meeting. A motion was made to approve the minutes by Jackie Wilson seconded by Senator Sokola. **The motion passed.**

4. Elect A new Chairperson / Co-Chair

A motion was made to nominate Jackie Wilson as Chair by Susan Frampton and seconded by Clay Beauchamp. **The motion passed.**

A motion was made to nominate Clay Beauchamp as Co-Chair by Susan Frampton and seconded by Karen Mall. **The motion passed.**

5. Norms for the Committee

- a. A balance of voices to make sure everyone has a voice.
- b. Make sure everyone is present at the meetings. We have 13 voting members and need 7 members for a quorum.
- c. Keep a civil voice.

A motion was made by Jill League to approve the Norms for the Committee. Patrik Williams seconded the motion. **The motion passed.**

6. Updates from Department of Ed re: progress of long term changes and modifications

- Shannon presented a PowerPoint presentation and reviewed from last year why a rubric revision process was started as recommended by the DPAS Advisory committee last year. She commented that there was consistent feedback over several years throughout the DPAS Survey signaling the need to reduce / focus the number of components and/or criteria and align to INTASC standards. Shannon also commented through monitoring found that administrators were using additional tools that measure and provide feedback on teacher performances that do not always connect to the teacher's rubric. Shannon commented on the phases and timelines of the recruitment and selections of stakeholders for the rubric revision steering committee. The first meeting will be in November.
- Clay Beauchamp asked if the DPAS II Advisory Committee could be updated throughout the year regarding the Rubric Committee meetings.
- Would like the teachers and leaders to make the decisions. Meetings will run from November 19, 2018 to April 10, 2019.

- Communications will be sent out through e-mail, newsletters, webpage, quarterly meetings and weekly memos to the Chiefs and Charters and the DPAS II Leads, DPAS II Advisory Committee. Road Shows will also be done.
 - A question was asked about setting up a Schoology account for the DPAS II Advisory Committee.
 - Shannon commented that the Administrator Rubrics are in the process of being revised.
 - Jackie Wilson gave an update on the process for the revision of the changes to the standards.
 - Senator Sokola commented that no component could have more weight than student component. This goes back to 2000 when Governor Carper was still in office.
 - Senator Sokola commented that there may need to be flexibility for the standards to be changed.
 - Jackie commented that if we do not have great leaders in the schools, they would fail. We need to find a way to make the schools better and grow.
 - A comment was made that we need to pay attention to how we are supporting the school administrators and what kind of system is needed to be supportive to help them grow and make it work.
 - Jackie commented that there should be a formative assessment for the administrators.
 - Patrick Williams commented that districts go through the goal setting and mid-year conferences and there are opportunities on the form to note their growth. He finds there is opportunity for non-confrontation discussions and mentioned that discussions and feedback are vital. It is about helping the districts grow and become seasoned.
 - Jackie mentioned that it is critical if you miss the mark on what the criteria are. Need a culture of trust, risk taking, working with families and balance what we pick for our state and make sure that it is consistent from New Castle to Sussex.
 - Shannon commented on the slide for Specialists and mentioned that they are working on developing supplemental critical attributes document based on specialist rubric. This year's items are for nurses, counselors and school psychologists. Working with the Danielson Group to complete this.
- 7. Feedback from last year's rating changes and comparing to previous years**
- Shannon commented that the summative data from last year is not completed. The evaluation data will be discussed at the next meeting.
- 8. Define credentialed observers and evaluators**
- The new members will need time to review the regulation and discuss at the next meeting. This will item will be discussed at the next meeting.
- 9. Component 4**
- Laura commented that she does not want to give a rating for Component 4 in October when there is so much time left or she may not live up to her end. Feels that it is not fair if a conversation is not held? Should she open it back with a formative?

- Jill commented that this should not happen until the summative and asked if this is a discussion that could happen at the Steering Committee.
- Jackie commented that the committee needs to figure out how to fix the item because it cannot wait until two years to fix it.
- Clay commented that evidence needs to be shown. A good Administrator would be reviewing this when things are entered throughout the year.
- Jill commented that she feels the formative is valuable but is it happening during the summative.
- Jackie commented that this needs to go back on the agenda. There are too many people struggling with Component 4.
- A comment was noted that some would like to remove this from the evaluation process.

10. Administrators making recommendations on observations

- Shannon mentioned that there has not been feedback on this item. She will gather some information possibly through the DPAS Survey that will take place this year and she can bring that information back to the committee.

11. Concerns of shorts and longs

- Clay discussed this item at the DSEA Executive Board Meeting. Some districts may have a Superintendent that may do a short instead of a long. Does this person really know you, the classroom, and other things that go on? What happens if Human Resources came in and saw something that was not correct? This may affect the rating at the end.
- A comment was noted that it might be good for outsiders who do not know you to give an evaluation to get some other perspectives. It's a growth model.
- Shannon mentioned that some questions could go on the survey and see what feedback comes in. How many people are using it (Shorts) and is it useful? A recommendation was made to put it in the survey.
- A comment was noted that this should be a positive thing and may need to change the mindset.

12. 8th grade SBAC Concerns and Evaluations

- There are issues with SBAC in 8th grade that effected the evaluations.
- Shannon commented that the Department was notified that an item was incorrectly tagged as a high-level item. The item and assessment needed to be rescored and reloaded into the system. This affected fifteen educators across the state that were notified last week. This could potentially change the overall ratings. Everyone went up, not down and the Districts were notified. There were eight districts involved.

13. Dates for Future Meetings

- The Committee is charged with quarterly meetings not monthly unless they feel they need to meet sooner.

14. Public Comments

None



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15. Adjournment

A motion was made to adjourn the meeting by Jackie Wilson.

The motion passed. The meeting adjourned at 10:54

Upcoming DPAS II Advisory Committee Meeting Dates:

A Doodle Poll will be sent out.

****If you cannot attend the meeting and would like to send a replacement on your behalf, please submit your request in writing to Shannon Holston. ** 7 Committee Members need to be present for a quorum.**